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Third Meeting of the Working Group on CAREER BENEFITS of the CAREER
SERVICE COMMITTEE

Notes of the General Discussion of Item I on the Agenda of the Working Group:
Increase in base salary for service involving unusual hardship and hazard.

- 25X1A 1. Mr. [REDACTED] was opposed to Item I of the Agenda: I do not object to an increase in base compensation; but, if it is done, it should not be an increase in base salary.
- 25X1A A. Mr. [REDACTED] This means that you do not increase the man's grade.
2. Discussion (general) ensued on military pay and the difference which might inhere for officers and enlisted personnel. The tables in Career Compensation for the Uniformed Forces were consulted.
- 25X1C 3. [REDACTED] discussed for officers and enlisted personnel.
4. Discussion as to whether or not the military should be the standard for CIA Career Benefits.
- A. One member stated that it may be the standard but that he did not think CIA would be able to exceed the military too far.
- B. One item that is going to come up is that of the number of officers and enlisted men on attached duty; and, unless the hazardous duty comes under that, the Army will not be interested at the present time.
5. Discussion of flight pay.
- 25X1A A. Mr. [REDACTED] pointed out that high officers in the military are discouraged from taking undue risk because of the replacement problem.
- B. Discussion of officer deaths per thousand for flying personnel and non-flying personnel in the military.
- C. Discussion of the study made of West Point and Annapolis graduates as to what their selection would be as to arm of Service. The highest percentage selected Air; but a significant decrease in percentage choosing Air was noted when there was no offer of compensatory pay for hazardous duty.
- 25X1A D. Mr. [REDACTED] I'd like to make a concrete suggestion that we adopt the military rates; whether we accept the standards or not is another thing. (There was some agreement on this point.)
- 25X1A E. Mr. [REDACTED] asked if the members thought that CIA could afford to go any further than the military goes on flight-pay compensation. There was general agreement that it could not.

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25X1A

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out the pay for these officers just to eliminate that.

25X1A G. Mr. [REDACTED] You are going to have this section: that nobody gets the pay unless the Board approves it. Part of the proposal was to pay it not to instructors but to the students; and, I think, there was an estimate made of the cost of it.

25X1A H. Mr. [REDACTED] Well, I think that, by going back to this other point, there is a settlement to be considered here. I favor, personally, a sort of Board action and not an order of entitlement.

(Further discussion.)

25X1A 10. Mr. [REDACTED] As far as training, I think that we should provide a flat rate. (Concurrence.)

25X1A A. Mr. [REDACTED] I am personally in favor of setting a flat rate for all similar types of duty.

25X1A B. Mr. [REDACTED] This is quite difficult.... You do this for one day and perhaps never again or for two weeks or a month. But that is not the same thing; a flying officer is getting the same rate. Therefore, the military rate may be quite impractical. Ours is continuous hazardous duty in large measure, except for the extra-hazardous duty.

25X1A C. Mr. [REDACTED] I repeat that we try to apply a mathematical formula to try to determine how much the risk is worth in the way of incentive and throw that out for bait.

25X1A D. Mr. [REDACTED] Compensation cannot be the basic motivation.

Discussion is to be taken up again at the next meeting of the Working Group.

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31 October 1951

AGENDA

Working Group on CAREER BENEFITS

- I. Hazardous duty benefits.
 - A. Increase in base salary for service involving unusual hardship and hazard.
 - B. Extension of the authority contained in Confidential Funds Regulations, authorizing pay, within grade advance, and grade promotions for individuals who are detained involuntarily to include those employees paid from vouchered funds.
 - C. Application of United States Employees Compensation Act to dependents of employees engaged in hazardous duties who are themselves exposed to hazard.
 - D. Death gratuity of six months' base pay to dependents of CIA employees whose death occurs in line of duty while serving abroad.
 - E. Consideration of retirement benefits.
- II. Consideration of the adoption of new classification and salary schedules in lieu of the present policy which follows provisions of the Classification Act of 1949 and allowances for overseas service.
- III. The equitable application of leave to all classes of employees.
- IV. Career benefits inherent in the recognition of distinguished service to the Agency.

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